



## **Union Petrochemical Public Company Limited Anti-Corruption Policy (Anti-corruption Policy)**

The Union Petrochemical Public Company Limited company functions by following exceptional corporate governance procedures. Additionally, the Director's board is the task with organizing and handling; that complies with the procedures of functions, operations, clarity, fairness, founding lasting company principles, and advocating excellent procedures. In addition, the company is devoted to preventing corruption from occurring with acknowledgment of the critical risks of corruption; which dismantles transparent and honest, and fair contentment. Furthermore, this can devastate financial and social-economic progression; as well as permit company functions that may present threats of corruption. After careful contemplation and deliberation, the company has thus established a documented "Anti-Corruption Policy"; by necessitating that the company adhere to transparent regulations in the company functions and progress this company with a sustainable organizational structure.

### **Anti-Corruption Policy Definition**

Corruption is defined as any presented corruptive procedures; which provide, guarantee, necessitate, and receive money illegally, property, or incentives with government officers, government entities, private entities, or individuals possessing functions whether precisely or obliquely; for such individuals in conducting or abstain from conducting their functions. In addition, this is concerning obtainment or managing companies or suggestions of companies to the company specifically; to gather or manage other incentives that aren't applicable for the company. However, exceptions are made through the laws as prescribed, guidelines, notifications, frameworks, morals, ethics, and customs.

### **Anti-Corruption Policy**

The company's directors, affiliates that work outside of the company, and its officers are forbidden from functioning or convicting any type of corruptive procedures, and guidelines precisely or obliquely, against individuals, the members of their family, and other types of relationships; whether the individual is the beneficiary, provider or receiver of corruptive practices involving both money or no money to government entities or private companies. In addition, the company functions by communicating with it seriously; adhering to anti-corruption procedures, and systematically assessing the adherence to these Anti-Corruption procedures. In addition, the evaluation of the procedure regulations, and functional practice guidelines. and operational exigencies in adhering to the transitions in the company, laws, guidelines, and legal exigencies.



## Functions and Duties

1. The Director's Board is the task for deliberation and management. In addition, it is tasked with deliberating and authorizing the procedures and handling of the foundation of an adequate anti-corruption organizational structure. Subsequently, this assures that the organizational structure has recognized and provided the necessity for anti-corruption procedures and implementation within the culture of the company.

2. The Audit Committee has functions and operations listed by the following:

- Deliberation is conducted in regards to anti-corruption procedures obtained from the Managing Director; to apply to the company framework, the atmosphere of the company, and the culture of the company, and is demonstrated to the Director's Board for authorization.
- Deliberation is conducted in assessing the applicability of anti-corruption procedure transitions obtained from the Managing Director and conferred to the Director's board for authorization.
- Evaluation of the economic reporting framework, the internal control framework, and threat evaluations; to assure that such frameworks are sufficient. There is a threat to institute a connection for corruptive practices; that have at minimum affected the economic function and management outcome of the company; which applies to the company's organizational structure.
- Compile corruptive information from individuals in the company; who are implicated and have that source of information researched. Moreover, this incorporates disseminating information to the Director's Board to accordingly deliberate such fines or solve such issues.

3. Managing Director possesses the function and operations listed by the duties and responsibilities listed by the following:

- Determine anti-corruption procedures to deliberate with all company officers and correlated parties including reviewing the suitability of systems and measures to be persistent with transitions in the business, guidelines, organizational framework, and legal parameters and demonstrate them from the Audit Committee.
- Assist the Audit Committee in notifying about any investigation or assignment of the Audit Committee on the Corruption Investigation. The function can be delegated to the management team who determines it to aid in the determination of noted documentation.



4. The Internal Audit Department possesses the functions and operations in researching and assessing the company's function assure that follows the procedures, organizational framework, and methods. The management in establishing the guidelines, laws as prescribed, and the obligations of the government entities; to assure that there is an applicable and proper control framework that protects against threats of corruption that might become onset and documents this information to the Audit Committee.

5. Company officers must conduct their functions per company regulations and duties following this policy. If there is any ambiguity present or if any breach of this policy is observed, the manager must be contacted through proper mediums for obtaining recommendations or suggestions based on the company's listed policies. must be reported to the supervisor. or through the channels for receiving

### **Anti-Corruption Policy Regulations**

1. The company directors, individuals that work outside of the company, and company officers at various job levels; must adhere to anti-corruption procedures and proper company ethics without being implicated in corruptive practices whether precisely or obliquely.

2. When company officers observe corruptive acts that affect the functionality of the company, these officers must notify the manager or the individual in charge; who is aware and participates in the evaluation with factual documentation. Moreso, if any individual has recommendations, suggestions, or questions they can contact their assigned managers; for assessing adherence to the Code of Conduct through a variety of communication mediums.

3. The company establishes integrity, honesty, and transparency and safeguards its officers or individuals that share certain information; in regards to corruptive practices determined. In addition, these individuals can utilize safeguarded measures in facilitating the dissemination of information; or for those individuals who participate in disseminating information as stated to be safeguarded in kept confidential.

4. Individuals who commit corruptive acts; are treated as a breach of the company's code of ethics; and will be faced with punishment founded on guidelines. Furthermore, In addition, there be fines implemented for illegal practices determined.

5. The company recognizes the fundamentals of disclosing and awareness of and acknowledgment of information with other company shareholders. These individuals are tasked with conducting their job roles and functions; as well as any choices which must be adhered to through the Anti-Corruption Policy.



6. Functioning, operating, and conducting duties per the Anti-Corruption Policy; are utilized as a framework as determined through the company code of conduct, Good Corporate Governance fundamentals, regulations, and frameworks with various groupings of company shareholders; which incorporate the guidelines of the company, and functional documentation correlated to the foundation of the company in the foreseeable future.

7. When handling issues with high levels of corruptive practices, the directors of the company and company officers at various job levels must be mindful when managing and handling such issues by the proceeding:

#### 7.1 Political Contributions

This means providing economic, tangible backing and/or cooperation in any function or operation; as well as motivating company officers in cooperating in political functions for the company; to determine benefits in company trading. However, this doesn't incorporate company officers in cooperating in functions and operations under the utilization of their rights, and freedoms. Nonetheless, individuals mustn't state that they are company employees; or utilize any capital, machinery, or other property of the company for the advantage of any political function or operation.

The company maintains procedures in operating and functioning company dealings with neutrality. In addition, the company mustn't confer economic or tangible backing to any political party; which comprises non-partisan or any political leader associated with any governmental entity. Moreover, the intention and goals are to confer the company with incentives.

#### 7.2 Charitable Contributions, Donations, and Financial Grants

This might be a threat to the company, because actions and functions that incorporate spending capital without realistic profits, might utilize these actions as a way to implement corruptive practices. Furthermore, donations mustn't be conducted with any vague agendas. Subsequently, the company has formulated procedures and conduct in regards to making charitable donations, conducting assessment procedures, and information on internal control measures are listed the following:

A. The individual or entity providing donations, must support that there is a legitimate charitable project with proper operations and functions; as well as conduct aids in the accomplishment of project goals and aims. Thus, providing incentives to society in its' entirety or per the goals and the aims of corporate social responsibility (CSR) functions.



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B. When utilizing company assets or capital to make charitable donations charity, these actions must be completed in service of the company solely. Moreover, the charitable donation must be provided to established organizations, public charity organizations, places of worship, clinics, hospitals, or a social benefit organization that has been authorized; as well as must be assessed through proper and efficient company guidelines.

C. Charitable donations can be conducted privately, but mustn't incorporate any corruptive or illegal practices for one's financial gain.

## 7.3 Sponsorships

Sponsorships provide a method of advocating the company's charitable actions; which are variant from other charitable actions. Moreover, this may be conducted for the company's intention, name or may be done for the business, brand, or notoriety; in which a threat is present because compensation or services are challenging in being handled and observed in regards to proper incentives; as well as financial grants could be connected to corruptive practices. Thus, the company has formulated procedures and frameworks regarding appropriation, procedure assessment, and the documentation of internal controls listed by the proceeding:

A. The financial grant must state whether the claimant has conducted project functions and operations; as well as has completed backing for the accomplishment of project aims and goals. Thus, providing legitimate incentives to society or following the goals and aims of the functionality with corporate social responsibility (CSR).

B. The appropriation must determine that the financial grant or any other financial benefit, such as housing and subsistence doesn't relate to the incentives of the individual or entity; however except in the case of notifying the company about company customs any other individual benefit. or any agency, except for the announcement of honors according to general business customs.

C. When becoming a sponsor, an inquiry document must be furnished; which states the name of the individual and the intention of the sponsorship along with aiding documentation to be disseminated to the company's authorized individual for authorization per the company's authorization level.

## 7.4 Gifts, Hospitality Fees, and other associated costs

The company recognizes that formulating exceptional co-dependence with company affiliates is fundamental in providing continual company



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accomplishments. In addition, the company's officers can support or obtain gifts or hospitality fees; which proceed with the following functions and operations:

A. There isn't a deliberated action or operation, in providing individuals with incentives through illegal and inappropriate actions. Furthermore, these unethical actions can provide those aforementioned individuals with an unfair advantage over others.

B. Adhere to related laws

C. These laws as prescribed pertain to the company's regulations, and not the company's officers solely.

D. Not a receive incentives in the form of money or money consumers; such as vouchers or presents. e

E. Applicable for the scenario, such as providing miniature presents during the Chinese New Year or the New Year, which is a general custom

F. Categories and financial worth are applicable in on-time actions or operations. For instance, if the company is processing legal sources of money its' officers mustn't receive presents or introduce any company fees in correlation to that those sourced funds.

G. Gifts are provided transparency and not obliquely

The company's officers may accept presents with a value of no more than 3,000 baht. In case a company officer is unable to accept a gift or receive gifts with a value of greater than 3,000 baht, he or she must contact their manager; to complete present receiver documentation; as well as provide the aforementioned present to the company secretary to be utilized as incentives for company officers or donating aforementioned items to a charitable organization as applicable.

## 7.5 Conflicts of Interest and managing correlated dealings

Conflict of interest pertains to a scenario or operation that a company director, individual working outside of the company, or a company officer has vested a particular significance or conflicts of interest that may become onset until it distorts the decision-making process. If there was an issue determined in not completing conducted job functions and operations, it could hurt the incentives received by the company precisely and obliquely.

If the company, affiliated entity, or correlated individual are determined to have erroneous transactions that would result in conflicts of interest in the company, or if conflicts of interest were to occur in the foreseeable future the



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company must adhere to the Securities and Exchange Act; as well as with guidelines, announcements, transactions or the market framework. Moreover, the Securities of Thailand and the Office of the Securities and Exchange Commission incorporate adherence with compliance regarding exigencies of correlated financial records.

## 7.6 Facilitation payments

Facilitation payments are costs that are indifferently compensated to government officers; which might be of insignificant or high financial worth for government officers to manage the procedure or to motivate quicker responses. However, the procedures don't necessitate the caution of government officers; as well as the procedure which follows the job roles and functions of state officers. Moreover, this incorporates the right that the company must be acquired by-laws as aforementioned. For example, requesting licensure, certification, obtaining services publicly, etc.

The company doesn't have assistance procedures and compensation transactions are forbidden for company directors, individuals working outside of the company, and company officers.

## 7.7 Government officer tenure

The company has hired officers who have an employment background or who are government officers. Moreover, these individuals must adhere to the regulations as documented by the company and follow related laws; as well as not utilize their form of work to obtain incentives illegally; as well as disseminate data about the work of governmental officers for honesty, integrity, and fairness.

## **Human capital**

This Anti-Corruption Policy spans the procedures of employment organizational structure employment recruitment or company officer selection, education, assessments, salary increments, and remuneration.; which necessitates that every company manager who possesses the functions and operations of communication mediums; acknowledged company officers. Thus, this information is utilized for company functions and operations following the management under the authority of company managers to be applicable.

## **Confidential information or grievances on corruption**

1. Observing corruptive functions and operations correlated to the organization structure, precisely or obliquely. For instance, observing company officers conducting corruptive practices, and illegal conduct both privately and on a governmental level.



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2. Determined information that infringes on the operation of company guidelines or influences the internal control system negatively regarding the company determining corruptive practices.

3. Observing functions that would negatively affect the company's net profit and tarnish the company's brand.

4. Observing illegal, unethical, or corrupt practices in disseminating fundamental information on cases of corruption

## **Whistleblowing channels or complaints of corruption**

The Director's board has delegated that the Audit Committee deliberates upon the dissemination of confidential and fundamental information, recommendations, suggestions, and the possibility of corruptive acts; through mediums in obtaining information implemented as procedures. The individual must determine the documentation or grievances with factual documentation or applicable data for authorization; as well as determining the following: the individual's name and surname, place of residence, and contact number that can be disseminated through the proceeding:

1. Notification through email is listed as the following:

1.1 Audit Committee: [auditcommittee@unionpetrochemical.com](mailto:auditcommittee@unionpetrochemical.com) or

1.2 Managing Director: [perapol@unionpetrochemical.com](mailto:perapol@unionpetrochemical.com) or

1.3 Internal Audit Department: [ladawan@unionpetrochemical.com](mailto:ladawan@unionpetrochemical.com) or

1.4 Company secretary: [secretry@unionpetrochemical.com](mailto:secretry@unionpetrochemical.com) or

2. Notification directly at the company's website; such as on the topic of reporting fundamental information <http://www.unionpetrochemical.com/corruption.html>

3. Notification through the postal service in sending or receiving letters or other packages the mail service or could be sent to the following listed individuals:

3.1 The Audit Committee Director or

3.2 Managing Director or

3.3 The Internal Audit Department or

3.4 The company secretary at the Union Petrochemical Public Limited company located at 728 Union House Building Borommaratchachonnani Road, Bang Bamru Subdistrict, Bang Phlat District, Bangkok 10700

4. Notification through the following telephone number: 02-881-8288 / Fax: 02-433-7243-4

If there is a dissemination of fundamental information or grievance to the Director's board can be brought forward to the Audit Committee.





The Audit Committee Secretary Clue enumeration in compiles in regards to corruptive practice with contrast to private and government entities can be brought forward to the Audit Committee in documentation Director's board frequently.

Individuals who can document fundamental information about corruptive practices of every company officer and shareholders; such as the company's shareholders, consumers, competing companies, debtors, and governmental departments, within local communities, throughout the country, company officers, and individuals who work from outside the company. Nonetheless, the company will safeguard fundamental information concerning what procedure is chosen.

### Measures to protect and maintain confidentiality

- To safeguard the rights of individuals that file recommendations, suggestions, and grievances with morality, the company will maintain confidentiality on individuals' names, individuals addresses, or any data that could be determined by the individual who filed such aforementioned information; as well as maintaining confidentiality to this safeguarded information. However, this is restricted to individuals for managing company audits; as well as the access to this data.
- If individuals filed grievances with any of the company's directors, the Audit Committee is the task with safeguarding confidential and fundamental information obtained from individuals, researching factual information; as well as safeguarding and sharing such aforementioned confidential data. Moreover, the individual filing such information must contact the audit committee's director.
- The Audit Committee's director is tasked with maintaining confidentiality as determined applicable; to safeguard individuals that provided such suggestions, recommendations, or grievances. Moreover, deems appropriate. Moreover, these aforementioned individuals must be safeguarded from providing such confidential information.
- The Audit Committee's director delegates functions and operations to any company officers; while maintaining confidentiality for such essential information disseminated by individuals. However, there mustn't be any additional interest in such information in delegating company officers' decisions to individuals that stated such aforementioned information. Subsequently, those company officers are those who filed actions against those above them.
- Individuals who obtain data from conducting and operational functions correlated to the confidential information provided as aforementioned. Moreover, there is a necessity to manage and safeguard this confidential data. Additionally, documented confidential information on file on such aforementioned individuals is maintained and safeguarded. Moreover, this information mustn't be disseminated to other individuals that don't possess correlated functions. However, there is an exclusion for disseminating confidential information functions necessitated by the laws as described.



## Assessment processes and punishment

1. When confidential information is received from the aforementioned individuals, the Audit Committee director will act as a mediator in determining factual information; for the determination and concise. Additionally, it takes an estimate of 30 – 60 days; which is dependent upon how challenging it was to obtain that confidential information.
2. Throughout the term of determining factual information, the Audit Committee director is delegated as a member of the executive committee. In addition, announcements on confidential information will be processed thereafter.
3. If it is determined that confidential information was provided regarding the suspected individual, recognition will be certain for these cases. reveals that Available information or evidence. Additionally, these individuals possess the right to establish themselves by obtaining supplemental data or documentation determining the outcome of the corruptive case.
4. If the individual conducted illegal activity and corruptive practices of the individual found convicted of illegal offenses, is presented as opposition to anti-corruption policies. Moreover, corrupt acts hurt the company's anti-corruption procedures. Thus, the individuals convicted must face the court process. Additionally, punitive procedures following the guidelines by the company procedures regarding the laws as prescribed corruption as prescribed in written laws; regarding that those individuals go through the court process. Moreover, the company's regulations mention that those aforementioned individuals be punished concerning the decision of the Audit Committee director.
5. Improper and unethical grievances reported; stipulates hard punishments and legal court proceedings placed on said individual. Moreover, this litigation can be placed on an individual or competitive company; which infringes on the dissemination of confidential information regarding company officers, directors, and individuals that work outside of the company.

The Audit Committee director is tasked with compiling data and assessing factual information disseminated with the Director's board; as well as penalties and legal actions being placed when applicable.

Therefore, the company doesn't possess procedures and policies for demoting, disciplining, or providing a contradictory outcome to company officers; who are against corruptive policies. For instance, if a company losses benefits are incentives.



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### **Anti-Corruption Policy Propagation**

The company will implement the proceeding; in the case of company officers recognizing the company's anti-corruption policy:

1. The company implemented anti-corruption policies fully, transparently, and honestly; as well as any company officer acknowledging it.

2. The company propagates anti-corruption policies through the company's mediums; such as through the company's website, by email, the Annual Disclosure Form (56-1), and the Annual Report (56-2).

3. The company organizes anti-corruption policy education for every company officer.

4. The company will frequently assess its' anti-corruption policies annually.

Therefore, it has been made aware for assessment of common procedures and mechanisms; which are put into effect for both the company and its affiliates.

-Signature-

Mr. Peerapol Suvannaphasri  
Managing Director

Union Petrochemical Public Company Limited



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**Compliance and Agreement**

I have read the Anti-Corruption Policy's procedures, and the Anti-Corruption Measures Manual and complies with these aforementioned procedures.

I accept the anti-corruption policy, and the Anti-Corruption Measures Manual, and I believe that I'm ready to utilize these operations and functions seriously.

-Signature-

Mr. Peerapol Suvannaphasri  
Managing Director

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**Compliance and Agreement**

I have read the Anti-Corruption Policy's procedures and the Anti-Corruption Measures Manual and comply with these aforementioned procedures.

I accept the anti-corruption policy, and the Anti-Corruption Measures Manual; as well as can seriously adhere to these functions and operations.

Signature

(Mr. Virat Suwannapasri )

Chairman of the Advisory Board and

Director of Authorization sign

Union Petrochemical Public Company Limited



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-Signature-

(Mrs.Kanjana Suwannapasri)

Dputy of the Advisory Board and Director  
of Authorization sign

Union Petrochemical Public Company Limited



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-Signature-

(Miss Suthida Suwannapasri)

Assistant Managing Director and Director of  
Authorization sign

Union Petrochemical Public Company Limited



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-Signature-

(Mr.Somjate Saifon)

Director

Union Petrochemical Public Company Limited





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-Signature-

(Mrs. Apinya Pluemrak)

Managing Director of Accounting and  
Finance

Union Petrochemical Public Company Limited



บริษัท ยูเนียน ปีโตรเคมีคอล จำกัด (มหาชน)

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## UNION PETROCHEMICAL PUBLIC COMPANY LIMITED

### Anti-Corruption Policy

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